

UK Gender Pay Gap Report 2020



McBride plc

McBride plc is Europe's leading supplier of Private Label Household products. We develop and manufacture products for the majority of retailers and major brand owners throughout the UK, Europe and Asia.

What is the Gender Pay Gap

Gender Pay Gap reporting became a statutory requirement in the UK from April 2017. Any company that has a legal entity employing 250 or more people in the UK must complete and publish six calculations to examine pay and bonus awards for women and men to see if there is a difference. Our UK Private Label Household products business meets this requirement, and the results of these calculations for that business are shown in this report.

How does Gender Pay Gap reporting differ from Equal Pay

Gender pay measures the difference in the average hourly pay of men and women. It can be used to assess levels of equality in the workplace and a measure of seniority or progression but it is not an equal pay issue.

Equal Pay is about a man and a woman receiving equal pay for the same or similar job, and where each has a similar level of experience, expertise, and performance. Our reward philosophy has always supported the principle of equal pay for equivalent roles, and we continually review our reward framework to ensure consistency.

McBride Results in the UK

We are reporting our gender pay gap for the third time, with data for hourly rates of pay compiled as at the 5 April 2019. We are also reporting our gender pay gap on bonus data paid between the 6 April 2018 and the 5 April 2019.

The regulations measure the gap in two ways:

1. Mean difference explained

To perform a mean difference calculation for our employees in the UK business we add all of the payments for women together and divide the sum of these by the total number of women, and do this same calculation for men. We then divide the difference between these two figures by the male figure and multiply by 100.

2. Median difference explained

To perform a median difference calculation for our employees in the UK business we order all of the payments for women from highest to lowest and select the payment at the middle of the group, and do the same for men. We then divide the difference between these two figures by the male figure and multiply by 100.

Gender Pay Gap

Gender Bonus Gap

Mean

Median

Mean

Median

8.9% lower than men

6.4% lower than men

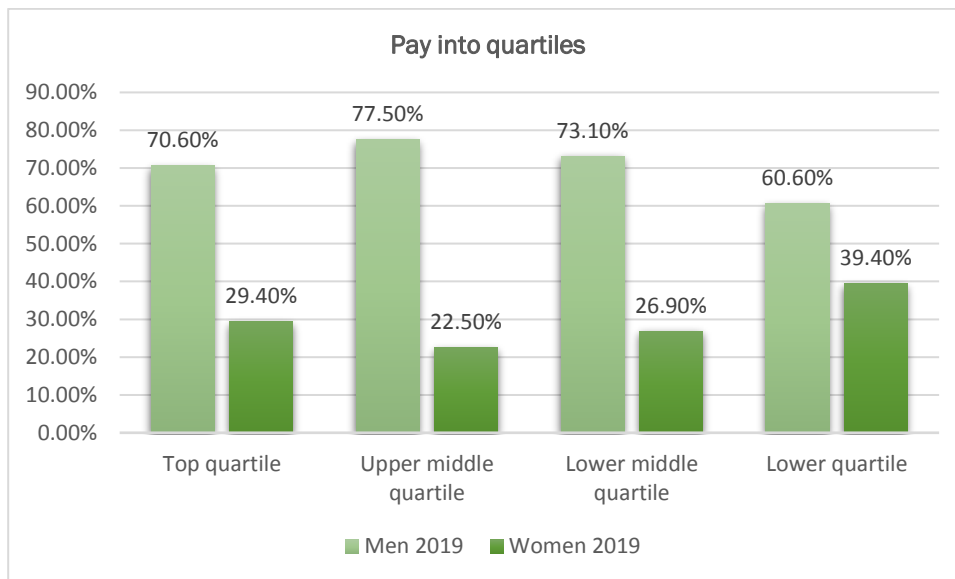
37.1% lower than men

No difference

Our median pay gap shows women’s pay is 6.4% lower than that of men, compared to the National average of 18.4% in 2017, 17.8% in 2018* and 17.3% in 2019 (Source: Office for National Statistics *Adjusted from 17.9% by the ONS after 2018 report was prepared).

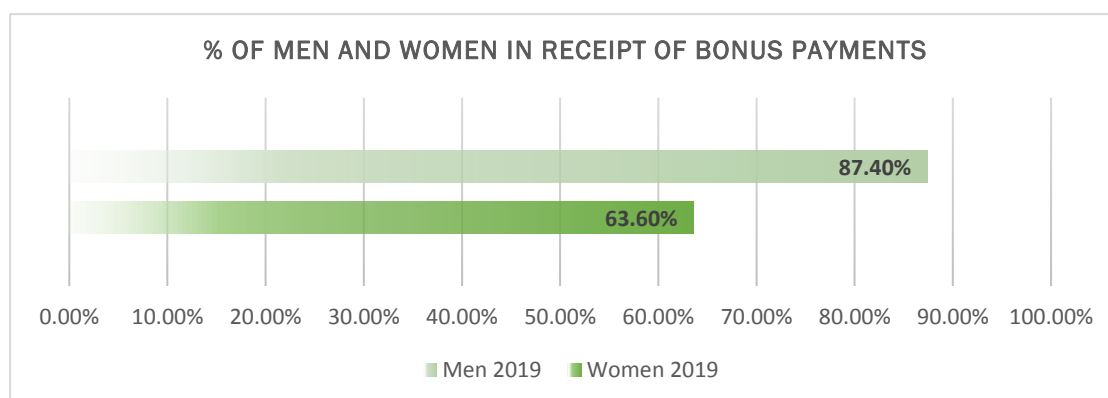
Our data – Hourly pay

For the gender pay gap, McBride had 640 paid relevant employees. Paid relevant employees who are employees in full pay on the key reporting date of the 5 April 2019. Any colleagues with unpaid absence, for example have been removed from our data. This is to ensure that full hourly rates are correct. For reporting purposes, we are required to split the employees into four equal quartiles, with the upper quartile reflecting those paid at the highest hourly rates in the business.



Our data – Bonus payments

The bonus gap requires us to provide bonus information for any employee paid a bonus between 6 April 2018 and 5 April 2019. McBride had 666 relevant employees in this period.



Our employment policies

McBride recognises the importance of developing internal talent across its workforce. It is our policy to ensure equal opportunities for all employees, and we have equal opportunity and diversity policies in place, which are monitored by the HR function. It is a key objective to ensure that successful candidates for appointment and promotion are selected taking account of their individual ability, skills and competencies without regard to gender.

McBride uses job evaluation and grading structures across the UK organisation, and is committed to compensating employees in a manner that is fair and consistent.

I confirm that all of the information and data reported are accurate and meet the requirements of the Equality Act 2010 (Gender Pay Information) Regulations 2018.

Ludwig de Mot

Chief Executive Officer

Jane Cronin

Group HR Director